

FY04 LTC Board Analysis

Functional Area 45

FA45 FY 04 LTC Board Statistics

- Primary Zone (YG88)
 - 28 Considered
 - All officers had completed MEL4!
 - 19 Selected (68%)
- Above the Zone (YG87 and prior)
 - 17 Considered
 - 07 “Seriously” Considered (i.e., completed MEL4); and
 - 2 Selected (12.0% of total; 41.1% of “serious” officers).
- Below the Zone (YG89)
 - 23 Considered
 - 06 “Seriously” Considered (i.e., completed MEL4); and
 - 1 Selected (4% of total; 26.1% of “serious” officers).

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- Both AZ officers were previously one time non-select. Of the 17 AZ officers that went before the board, only 41% completed MEL 4.

Analysis

- OPMS3 (the system previously know as OPMSXXI) seems to be working well. Promotion rates are supposed to be comparable between career fields (i.e., Operations, IO, OS, and IS)...
- The reason the Army does not commit to comparability between actual functional areas and branches (e.g., between 45s and IN or AR) is that with such small numbers the former could be easily skewed with one additional or one less selection.
- Promotion “comparison” rates are based on DOPMA averages. This is calculated by dividing the total number of officers selected for promotion in all zones (PZ, AZ, and BZ) by the number of officers in the PZ (YG88).

	AZ	PZ	BZ	DOPMA
IOCF	14.0 %	70.6 %	5.5%	89.2%
OPCF	6.9%	77.0 %	7.4%	91.2%
OSCF	13.6 %	72.2 %	5.7%	88.9%
ISCF	13.7 %	73.3 %	5.6%	90.8 %

Comparison of Total Considered

<u>Zone of Consideration</u>	<u>Total Considered</u>	<u>Selected</u>	<u>Percent</u>	<u>ISCF Average</u>	<u>Operations Average</u>
<u>PZ</u>	28	19	68.0%	73.3%	77.0%
<u>BZ</u>	23	1	4%	5.6%	7.4%
<u>AZ</u>	17	2	12%	13.7%	6.9%
<u>DOPMA Opp %</u> <u>Total Selected</u> <u>÷ PZ</u> <u>Considered</u>		22*	22/28 = 79%	90.8%	91.2%

* NOTE: "Minimum Selection Requirement" (see pp. 3-4 of 11 Board Memorandum) = 21

Analysis*

- **When reviewed, dissected, etc., the analysis of this board reveals two primary factors in the selection results:**
 - **CGSC Completion.**
 - **All officers in the primary zone had completed CGSC (7/15 AZ and 15/23 BZ). This is a must. Those who are not MEL4 were not selected. Res or Non-Res attendance appear not to be key factors.**
 - **Strength of File.**
 - **As have been suggested in previous board “analyses,” the single most significant factor is “strength of file.” The “proxy” which seems to be the most instructive is the Ratio of Above Center of Mass (ACOM) OERs = # ACOMs/ # Total OERs);**

Analysis (Continued)

- Other factors. While not clearly defined predictors, advanced degrees, ARSTAF/Joint time, resident and non-resident MEL4, BQ time, etc. are factors that are used to compare competitive files.
- Important Caveat: Clearly the board does NOT do a simple *mathematical equation* re: top-block OERs. More things are considered (e.g., performance in BQ jobs, MEL4, joint/ ARSTAF time, more recent reports, ranks of SRs, pictures/read: fat, advanced degree, etc. etc.)...
 - Again, however, this "strength of file" analysis has been a great proxy with which one can rank an officer's relation to others.

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- The board had to promote a “minimum” of **21** FA45s, Note that if there had not been a minimum, some officers would not have been selected on the strength of the file alone.
- While clearly the “whole” file was assessed, there seems to be a very, very strong correlation between an officer’s manner of performance (i.e., OERs) and promotion to LTC. All other factors (e.g., Res/NR CGSC; advanced degrees, BQ time, Joint/ARSTAF time, etc,) did not seem to matter as much as how officers performed.